

GARDENER I
GARDENER II

DEFINITION

To perform a wide variety of routine manual work in the care and maintenance of park and recreational facilities; to operate and maintain related tools and equipment; and to perform related work as assigned.

DISTINGUISHING CHARACTERISTICS

Gardener I - This is the entry level class in the Gardener series. Positions in this class typically have little or no directly related work experience and work under immediate supervision while learning job tasks. The Gardener I class is distinguished from the II level by the performance of less than the full range of duties assigned to the II level. Incumbent works under immediate supervision while learning job tasks, progressing to general supervision as procedures and processes of assigned area of responsibility are learned.

Gardener II - This is the full journey level class in the gardener series and it is distinguished from the Gardener I level by the ability to perform the full range of duties assigned with only occasional instruction or assistance as unusual or unique situations arise. Positions in this class are flexibly staffed and are normally filled by advancement from the I level, or when filled from the outside, have prior experience.

SUPERVISION RECEIVED AND EXERCISED

Gardener I

Receives immediate supervision from an assigned supervisor.

Gardener II

Receives general supervision from an assigned supervisor. May exercise technical guidance over less experienced staff.

ESSENTIAL FUNCTIONS – Functions may include, but are not limited to, the following:

Perform a wide variety of routine manual work in the care and maintenance of park and recreational facilities.

Operate and maintain a variety of hand and power landscaping tools and equipment, including hand and power mowers, gang mowers, small tractors, spreaders, rototillers, loaders, sprayers, edgers,

blowers, hedge trimmer, weed eaters, chainsaws, rakes, shovels, hoes, pruners, brooms and other tools.

Mow, trim, edge, fertilize, aerate and water lawns, medians, parks and other assigned areas.

Clean and maintain park grounds and other assigned areas, including athletic fields, tennis courts, paved areas, paths, walkways, playgrounds, and stairways.

Inspect assigned areas and correct or report safety hazards.

Clean, maintain and restock restrooms and other park buildings; pick up organic debris, trash and litter.

Weed, prune, mulch and prepare soil for planting; seed and re-sod lawn areas; plant trees, seedlings and shrubs as directed.

Perform basic painting, plumbing and carpentry work incidental to park maintenance activities.

Assist in planning landscaping and irrigation systems; install, repair and maintain irrigation systems; trap rodents as necessary.

Operate City trucks, trailers and tractors with attachments skillfully and safely.

Observe safe work methods and use safety equipment; secure worksites from traffic hazards as necessary.

Keep work related records using a computer.

Assist in the instruction and training of less experienced staff.

Act as Senior Gardener in his/her absence as directed (Gardener II).

Build and maintain positive working relationships with co-workers, other City employees and the public using principles of good customer services.

Perform other related duties as assigned.

MINIMUM QUALIFICATIONS

Gardener I

Knowledge of:

Some methods of maintaining a variety of lawns, ground cover, plants, shrubs, and hedges.

Some safe work methods and safety regulations.

Basic use and minor maintenance of commonly used hand and power tools and equipment related to assignment.

English usage, spelling, grammar, and punctuation.

Ability to:

Learn and follow proper work methods and landscape maintenance techniques.

Learn practices and procedures of traffic control and flagging.

Learn to use, maintain, and operate landscaping tools and equipment.

Learn to recognize common plants, plant diseases and insect pests.

Drive City vehicles observing legal and defensive driving practices.

Learn pertinent rules, laws and policies relative to area of assignment.

Understand and carry out oral and written instructions.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Work with various cultural and ethnic groups in a tactful and effective manner.

Experience and Training

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience:

Some experience in gardening or landscape work.

Training:

Formal or informal education or training which ensures the ability to read and write at a level necessary for successful job performance.

License or Certificate

Possession of a valid California driver's license.

Gardener II

In addition to the qualifications for the Gardener I:

Knowledge of:

Methods and techniques of planting, transplanting, cultivating, pruning and maintaining a variety of lawns, ground cover, plants, shrubs, hedges and trees.

Soil preparation and enrichment.

Pertinent rules, laws, and policies related to area of assignment.

Methods and equipment used in weed, pest and insect control and treating plant diseases.

Installation, maintenance and repair of irrigation systems.

Practices and procedures of traffic control and flagging.

Safe work methods and safety regulations pertaining to the work.

Basic painting, plumbing and carpentry methods, tools and techniques.

Computer equipment related to assignment.

Ability to:

Use proper work methods and landscape maintenance techniques in accordance with safety regulations, guidelines, and techniques.

Use, operate, and maintain a variety of hand and power tools and equipment related to assignment in a safe and effective manner.

Recognize common plants, plant diseases and insect pests.

Use initiative and sound independent judgment within established guidelines.

Keep work related records using a computer.

Experience and Training

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience:

Two years of responsible experience in gardening or landscape work at a level equivalent to the Gardener I.

Training:

Formal or informal education or training which ensures the ability to read and write at a level necessary for successful job performance.

License or Certificate

Possession of a California Qualified Applicator's Certificate is desirable.

PHYSICAL DEMANDS

On a continuous basis walk, stand, bend, crouch or stoop, sit in jolting cab for varying periods of time; use hands and fingers to grasp tools; make repetitive hand and body motions; twist and reach below and above shoulder, climb ladders and perform physical activities on a continual basis; communicate in person, use a two-way radio, and use the telephone; lift or carry 50 pounds or less. See in the normal vision range with or without correction; hear in the normal range with or without correction.

WORKING ENVIRONMENT

Work is performed outdoors with exposure to a variety of weather conditions, traffic, noise, physical barriers, and around heavy equipment; work with exposure to fumes and odors of fertilizers, herbicides, insecticides, and pesticides.